United Nations ST/IC/2018/3

Secretariat

8 January 2018

Information circular*

To: Members of the staff

From: The Assistant Secretary-General for Human Resources Management

Subject: **Revised base salary scales for staff in the Professional and higher categories and staff in the Field Service category**

1. The General Assembly, in its resolution 72/255, approved a revised base salary scale for staff in the Professional and higher categories, effective 1 January 2018. The scale reflects the consolidation, on a no-loss/no-gain basis, of 0.97 multiplier points into the net base salaries in effect under the salary scale of 1 January 2017.

2. In accordance with the practice followed on the occasion of previous consolidations of multiplier points into net base salaries, upon implementation of the revised base salary scale, revised post adjustment indices and multipliers will be established by the International Civil Service Commission (ICSC) for all duty stations. Changes in post adjustment multipliers due after 1 January 2018 will be effected on the basis of the movement of the newly consolidated post adjustment indices.

3. In its sixteenth annual report to the General Assembly, for 1990, ICSC recommended, and the Secretary-General subsequently approved the recommendation, that future adjustments of the base salary scale applicable to staff in the Field Service category be made by reference to adjustments to the salary scale for staff in the Professional and higher categories (see A/45/30, para. 270 (e)). Accordingly, the net base salary scale for staff in the Field Service category has also been revised, effective 1 January 2018, to reflect the consolidation of 0.97 multiplier points into net base salaries, as indicated in paragraph 1 above.

4. The revised base salary scales for staff in the Professional and higher categories and staff in the Field Service category, effective 1 January 2018, showing gross salaries and their net equivalents after application of staff assessment, are reproduced in annexes I and II to the present circular. The implementation of those scales will be reflected in the end-of-January 2018 payroll.

* The present circular, which cancels and supersedes ST/IC/2017/3 of 1 January 2017, will be in effect until further notice.

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Annex I

Salary scale for the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment

Effective 1 January 2018

(United States dollars)

		Steps												
Level		*I*	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII*	*XIII*
USG	Gross	194 329												
	Net	143 757												
ASG	Gross	176 292												
	Net	131 853												
			•	•	•	•	•	•	•	•	•			
D-2	Gross	140 984	144 059	147 133	150 223	153 488	156 750	160 011	163 273	166 535	169 795			
	Net	108 189	110 341	112 493	114 647	116 802	118 955	121 107	123 260	125 413	127 565			
						•	•	•	•	•	•	•	•	•
D-1	Gross	126 150	128 851	131 554	134 257	136 951	139 654	142 356	145 053	147 757	150 483	153 347	156 209	159 074
	Net	97 805	99 696	101 588	103 480	105 366	107 258	109 149	111 037	112 930	114 819	116 709	118 598	120 489
									•	•	•	•	•	•
P-5	Gross	108 633	110 930	113 230	115 524	117 824	120 119	122 420	124 716	127 013	129 310	131 609	133 903	136 203
	Net	85 543	87 151	88 761	90 367	91 977	93 583	95 194	96 801	98 409	100 017	101 626	103 232	104 842
									•	•	•	•	•	•
P-4	Gross	89 253	91 295	93 337	95 379	97 421	99 462	101 636	103 853	106 069	108 284	110 506	112 717	114 936
	Net	71 332	72 884	74 436	75 988	77 540	79 091	80 645	82 197	83 748	85 299	86 854	88 402	89 955
									•	•	•	•	•	•
P-3	Gross	73 225	75 114	77 005	78 893	80 784	82 674	84 563	86 457	88 345	90 234	92 128	94 016	95 908
	Net	59 151	60 587	62 024	63 459	64 896	66 332	67 768	69 207	70 642	72 078	73 517	74 952	76 390
									•	•	•	•	•	•
P-2	Gross	56 542	58 233	59 922	61 612	63 304	64 996	66 688	68 375	70 067	71 757	73 446	75 139	76 828
	Net	46 472	47 757	49 041	50 325	51 611	52 897	54 183	55 465	56 751	58 035	59 319	60 606	61 889
									•	•	•	•	•	•
P-1	Gross	43 792	45 106	46 419	47 734	49 046	50 395	51 829	53 264	54 699	56 134	57 568	59 001	60 437
	Net	36 347	37 438	38 528	39 619	40 708	41 800	42 890	43 981	45 071	46 162	47 252	48 341	49 432

Abbreviations: ASG, Assistant Secretary-General; USG, Under-Secretary-General.

• Step increment periodicity is two years.

Annex II

Salary scale for the Field Service category showing annual gross salaries and net equivalents after application of staff assessment

Effective 1 January 2018

(United States dollars)

Level		Steps												
		I	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII*	*XIII*
									•	•	•	•	•	•
FS-7	Gross	88 707	90 863	93 017	95 161	97 312	99 462	101 754	104 084	106 423	108 757	111 093	113 431	115 770
	Net	70 917	72 556	74 193	75 822	77 457	79 091	80 728	82 359	83 996	85 630	87 265	88 902	90 539
									•	•	•	•	•	•
FS-6	Gross	73 313	75 688	77 671	79 645	81 620	83 596	85 576	87 562	89 534	91 512	93 492	95 468	97 443
	Net	59 522	61 023	62 530	64 030	65 531	67 033	68 538	70 047	71 546	73 049	74 554	76 056	77 557
									•	•	•	•	•	•
FS-5	Gross	63 338	65 022	66 711	68 395	70 086	71 774	73 463	75 149	76 841	78 528	80 214	81 904	83 587
	Net	51 637	52 917	54 200	55 480	56 765	58 048	59 332	60 613	61 899	63 181	64 463	65 747	67 026
									•	•	•	•	•	•
FS-4	Gross	55 451	56 859	58 259	59 657	61 059	62 458	63 857	65 262	66 661	68 063	69 464	70 820	72 266
	Net	45 643	46 713	47 777	48 839	49 905	50 968	52 031	53 099	54 162	55 228	56 293	57 323	58 422
									•	•	•	•	•	•
FS-3	Gross	48 684	49 781	50 947	52 137	52 326	54 522	55 711	56 903	58 097	59 280	60 472	61 666	62 861
	Net	40 408	41 318	42 220	43 124	44 028	44 937	45 840	46 746	47 654	48 553	49 459	50 366	51 274
									•	•	•	•	•	•
FS-2	Gross	43 254	44 218	45 184	46 146	47 111	48 072	48 995	50 001	51 055	52 107	53 158	54 207	55 257
	Net	35 901	36 701	37 503	38 301	39 102	39 900	40 666	41 501	42 302	43 101	43 900	44 697	45 495
									•	•	•	•	•	•
FS-1	Gross	38 506	39 354	40 199	41 046	41 892	42 745	43 592	44 435	45 284	46 130	46 976	47 820	48 666
	Net	31 960	32 664	33 365	34 068	34 770	35 478	36 181	36 881	37 586	38 288	38 990	39 691	40 393

• Step increment periodicity is two years.

Annex III

Pay protection measures for staff whose salaries are higher than the maximum salaries on the base/floor salary scales, with effect from 1 January 2018, showing annual gross salaries and net equivalents after application of staff assessment

Effective 1 January 2018

(United States dollars)

Level		*Pay protection measure 1*	*Pay protection measure 2*
P-4	Gross	117 154	119 373
	Net	91 508	93 061
P-3	Gross	97 796	99 686
	Net	77 825	79 261
P-2	Gross	78 520	–
	Net	63 175	–
P-1	Gross	61 871	–
	Net	50 522	–
FS-4	Gross	73 666	75 064
	Net	59 486	60 549
FS-3	Gross	64 050	65 239
	Net	52 178	53 082